Combating Racial, Ethnic, and Religious Profiling Shift Brief and Job Aid

Working with the Office of Training and Workforce Engagement (OTWE) and the Office of Security Capabilities (OSC), the attached National Shift Brief has been developed for all members of the front line workforce to include those performing screening duties (TSOs, LTOs and STSOs), as well as Behavior Detection Officers (BDOs). Additionally, a Job Aid has been developed specifically for BDOs, and supplements the Shift Brief. We are requesting your support in ensuring the presentation of the Shift Brief to your TSOs, LTOs, STSOs and BDOs and Job Aid to BDOs only, by Friday, 11/16/12.

Combating Racial, Ethnic and Religious Profiling Shift Brief:

The purpose of the shift briefing materials is to review and refresh the understanding of TSA’s policy with regard to illegal profiling and discrimination. This shift brief will also highlight how Screening Passengers by Observation Technique (SPOT) becomes ineffective if racial or ethnic profiling interferes with the process. The briefing is approximately 15-20 minutes in length for all participants.

Job Aid (BDOs):

The Job Aid includes specific language and discussion questions designed to bolster adequate articulation of known reasons behind TSA’s no tolerance policy associated with profiling of any kind specific to the BDO workforce.

Completion of this briefing and review of the job aid is to be recorded in the OLC. OTWE’s Security Operations Training Division will be reaching out to your Training Managers/Specialists (TM/TS) to fully explain the objectives of this effort, and to provide the details related to OLC records. Should you have any questions about this information, please contact the POCs provided in this message.
TSA’s Mission
The Transportation Security Administration protects the Nation’s transportation systems to ensure freedom of movement for people and commerce.

TSA’s Vision
The Transportation Security Administration will continuously set the standard for excellence in transportation security through its people, processes, and technology.

TSA’s Core Values
• Integrity
• Innovation
• Team Spirit

Integrity
Integrity is a concept of consistency of actions, values, methods, measures, principles, expectations, and outcomes. Integrity is the honesty and truthfulness or accuracy of one’s actions.

Behavior Detection Officers (BDO) Remember:

• Always comply with DHS and TSA policies
• Profiling on the basis of race, religion, or ethnicity violates the principles of non-discrimination that are embedded in the Constitution, federal law, and DHS regulations
• Such profiling goes against TSA’s Mission, Vision, and Core Values
• Racial, ethnic and religious profiling is illegal and ineffective
• The Screening Passengers by Observation Techniques (SPOT) program does not use racial, ethnic or religious profiling, nor is it condoned. In fact, it ensures illegal profiling is not practiced through the following:
  • Observation and analysis of a specific set of behaviors against which to assess points
  • Establishment of an environmental baseline to allow the observation of deviations from the norm
  • Predetermined thresholds by which to pursue a referral
  • SPOT is based on behavior pattern recognition techniques used by various government agencies and supported by scientific research
  • When possible BDOs work in pairs so that they may concur on observations and ensure that no illegal profiling is occurring

Each of us is responsible for actively supporting TSA’s Mission, Vision, and Core Values, and conducting ourselves with integrity in all situations.